

# EXHIBIT

## BB

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
1-4

Page 1	Page 3
<p>1 2 3 4 5 6 7 8</p> <p>TRANSCRIPTION FROM AUDIOTAPE</p> <p>9</p> <p>IN RE: STEVEN MURRAY INTERVIEW</p> <p>10</p> <p>WITH CCRI HUMAN RESOURCES</p> <p>11</p> <p>12-7-2023</p> <p>12 13 14 15 16 17 18 19 20 21 22 23 24</p>	<p>1 e-mailed Mazene (sic), just because I know he was</p> <p>2 originally the union representative for Steve,</p> <p>3 but he also is the president. So I wanted to</p> <p>4 make sure that it was clear that we weren't</p> <p>5 looking for another union for Weingarten to come</p> <p>6 in and join us.</p> <p>7 RICHARD SINAPI: I'm the Weingarten</p> <p>8 rep.</p> <p>9 MICHELLE DARGON: Okay.</p> <p>10 SYBIL BAILEY: That is what I thought.</p> <p>11 MICHELLE DARGON: I just -- that is</p> <p>12 what we thought, but I didn't want to make that</p> <p>13 assumption.</p> <p>14 RICHARD SINAPI: Yes, yes.</p> <p>15 MICHELLE DARGON: Perfect.</p> <p>16 RICHARD SINAPI: No use having too many</p> <p>17 people.</p> <p>18 MICHELLE DARGON: Excellent. All</p> <p>19 right. And I am going to type as we go, if that</p> <p>20 doesn't bother anybody.</p> <p>21 RICHARD SINAPI: No, but I have a</p> <p>22 couple of preliminary questions, if you don't</p> <p>23 mind.</p> <p>24 MICHELLE DARGON: For sure.</p>
Page 2	Page 4
<p>1 MICHELLE DARGON: I did bring a copy of</p> <p>2 the policies. I know I had e-mailed them, but</p> <p>3 I'm a paper person, so I didn't know if you would</p> <p>4 like them in print there.</p> <p>5 SPEAKER: Yes, for sure.</p> <p>6 MICHELLE DARGON: Let me turn on the</p> <p>7 microphone.</p> <p>8 SPEAKER: I just did that.</p> <p>9 MICHELLE DARGON: Yes. You know with</p> <p>10 my luck, the kids (inaudible) me in. Okay, so we</p> <p>11 can start. Okay. And I apologize. This is</p> <p>12 Michael --</p> <p>13 SYBIL BAILEY: Okay.</p> <p>14 MICHELLE DARGON: -- Attorney Sinapi's</p> <p>15 assistant.</p> <p>16 SYBIL BAILEY: (Inaudible) Steven --</p> <p>17 MICHAEL DA CRUZ: Yes, we saw each</p> <p>18 other in the hallway walking in, yeah.</p> <p>19 MICHELLE DARGON: Okay. I always fail</p> <p>20 at that part.</p> <p>21 SYBIL BAILEY: No, it's good.</p> <p>22 MICHELLE DARGON: Okay. The first</p> <p>23 thing I am just looking to clarify before we kind</p> <p>24 of start off on everything is I had originally</p>	<p>1 RICHARD SINAPI: Sure. So I just want</p> <p>2 to clarify the parse of this meeting. Is this a</p> <p>3 pre-deprivation hearing or just an investigatory</p> <p>4 meeting?</p> <p>5 MICHELLE DARGON: It's just an</p> <p>6 investigatory meeting, so actually part of that</p> <p>7 policy -- another reason I kind of printed it is</p> <p>8 just to focus and narrow in on Section 62. I'm</p> <p>9 required under this policy to separately</p> <p>10 interview all persons involved, including any</p> <p>11 witnesses in order to obtain accurate, written</p> <p>12 accounts of the incidents. So again, this is</p> <p>13 just the investigatory stages, and should it rise</p> <p>14 to further action after this level, then we would</p> <p>15 go through the correct due process there.</p> <p>16 RICHARD SINAPI: Perfect. Okay. Next</p> <p>17 question --</p> <p>18 MICHELLE DARGON: Sure.</p> <p>19 RICHARD SINAPI: -- in that regard,</p> <p>20 so -- and you sent me the e-mail --</p> <p>21 MICHELLE DARGON: Um-hum.</p> <p>22 RICHARD SINAPI: -- of November 29th,</p> <p>23 explaining it. I just want to make sure I</p> <p>24 understood the nature of the subject matter of</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
5-8

<p style="text-align: right;">Page 5</p> <p>1 the investigation. As I understand it, 2 basically, the subject matter is the same facts 3 as the Title 9, but different policies you're 4 looking at as applied to those facts. 5 MICHELLE DARGON: Correct. 6 SYBIL BAILEY: Um-hum. 7 MICHELLE DARGON: Yes. 8 RICHARD SINAPI: All right, so I got 9 that correct, so in terms of investigatory 10 material, I take it you have access to the sworn 11 interview transcript statements of the three 12 complainants, of my client, their e-mails, their 13 complaints, and all that, so you have all that, I 14 take it? 15 MICHELLE DARGON: Yes, so I have the 16 full report that was provided to CCRI from 17 (Inaudible), sorry, attorney, but also, the 18 supplemental that was provided as well. 19 RICHARD SINAPI: Great and then again, 20 with all his -- he attached all his investigatory 21 material. 22 MICHELLE DARGON: He did, yes, so -- 23 RICHARD SINAPI: Okay. 24 MICHELLE DARGON: -- so every single</p>	<p style="text-align: right;">Page 7</p> <p>1 of looking and seeking clarification on 2 information that was provided. And at this time 3 I am not sure if it's all of the witnesses, part 4 of that Title 9 investigation, because that was 5 done under the pains and penalties of perjury for 6 everybody. 7 RICHARD SINAPI: Um-hum. 8 MICHELLE DARGON: But just people whose 9 information may not have been as clear or 10 thorough. The witnesses tied to the violence in 11 the workplace prevention policy are likely to be 12 the same, so we are still in kind of the 13 beginning phases of going through that 14 investigatory process under the policy. 15 RICHARD SINAPI: So you haven't 16 interviewed anybody yet? 17 MICHELLE DARGON: We have. We just 18 haven't finished. You were kind of in the middle 19 of this. 20 RICHARD SINAPI: In the middle of the 21 process? 22 MICHELLE DARGON: Yes. 23 RICHARD SINAPI: You are going to 24 provide us with that information at some point, I</p>
<p style="text-align: right;">Page 6</p> <p>1 transcript that he had done, all of the 2 additional exhibits that were provided. We also 3 have your motion to dismiss and the additional 4 supplemental that was provided with that, too. 5 RICHARD SINAPI: Great. 6 MICHELLE DARGON: This is just, you 7 know, why I said that -- I thought an hour, if we 8 do need more time, we will just reschedule, 9 because I do want to be mindful of everybody's 10 time. We have other obligations. It's really 11 just to reiterate certain points that are in 12 there and to get clarifying information, too, and 13 so part of the investigatory process, I just kind 14 of wanted to narrow in scope and ask a couple of 15 questions tied to that report that might be 16 relevant, and did you have any other questions 17 before I kind of kick us off? 18 RICHARD SINAPI: Makes sense -- so you 19 mentioned about re-interviewing all the 20 witnesses. Are you going to re-interview them in 21 addition to all of the information you already 22 have? 23 MICHELLE DARGON: We are, yup. So it 24 would be obviously more narrower in scope, kind</p>	<p style="text-align: right;">Page 8</p> <p>1 take it. 2 MICHELLE DARGON: Aligned with the 3 policy and within consult with our general 4 counsel -- in-house counsel, then, yes. 5 RICHARD SINAPI: Okay. Thank you. 6 MICHELLE DARGON: You're welcome. 7 Anything further? 8 RICHARD SINAPI: Now, it's the 9 investigation, pre-deprivation (inaudible). If 10 it was a predep, you would have to provide it. 11 STEVEN MURRAY: Okay. 12 RICHARD SINAPI: Okay. 13 MICHELLE DARGON: All right, so like I 14 said, my questions are a little bit more narrower 15 in scope, and they are a little subjective, so I 16 do recognize that. So the first one is, Steve, 17 could you please describe your working 18 relationship with faculty. 19 STEVEN MURRAY: Which faculty? 20 MICHELLE DARGON: In general. It's a 21 generalized question. 22 STEVEN MURRAY: My working 23 relationship? 24 MICHELLE DARGON: Yes.</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
9-12

<p style="text-align: right;">Page 9</p> <p>1 STEVEN MURRAY: I am not sure if I 2 understand the question. I mean, I have a 3 working relationship as the department chair with 4 the faculty of my department. I get along 5 excellently with all those people. There's 6 roughly 300 full-time faculty and another 6, 700 7 adjuncts. I'm not sure what you mean by -- I 8 have a relationship with all of those roughly 900 9 people. 10 MICHELLE DARGON: And with all the 11 roughly 900 people, how would you describe that, 12 too? 13 STEVEN MURRAY: It differs from person 14 to person, of course. 15 MICHELLE DARGON: Okay. Overall, 16 though, how would you describe it? I know you 17 said "excellent" within your own department as 18 chair, but as -- 19 STEVEN MURRAY: I try to get along with 20 everybody. I'm a strong advocate for the 21 faculty, students, the college. I have 22 devoted -- I think, I've been there -- I am not 23 sure if this is my 30th or 31st year. I came 24 there in 1993. I worked there part-time before</p>	<p style="text-align: right;">Page 11</p> <p>1 RICHARD SINAPI: I am not trying to be 2 facetious, by the way. 3 MICHELLE DARGON: No, I understand. 4 RICHARD SINAPI: I am just trying to 5 see what you want to -- you know, what you want. 6 MICHELLE DARGON: No, and again, it's 7 just kind of just looking to see how Steve is 8 just -- like, feels about the overall environment 9 and his working relationships with everybody, so 10 it is a rather subjective question, but it's 11 just, you know, to see how you find the 12 environments in the workplace. 13 STEVEN MURRAY: Hang on one second. 14 MICHELLE DARGON: Sure. 15 RICHARD SINAPI: That is up to you. 16 STEVEN MURRAY: Yes, I mean, I would 17 say I have a very good professional relationship. 18 If you look at -- you have access to my 19 professional file; it's made part of this. I 20 have outstanding evaluations from my supervisors, 21 including Bill Stargard, Allison Hanley, John 22 Cole, Brian Burkley-Bearman (sic). I think those 23 are the only ones in my professional file. 24 They're all outstanding, and my faculty</p>
<p style="text-align: right;">Page 10</p> <p>1 that, and I've devoted my professional career to 2 the college and the students and the faculty. 3 (Inaudible) I was the union president for a 4 little more than four years and probably the 5 vice-president, and I do that out of a sense of 6 duty to the faculty and the college, the people 7 of Rhode Island. I try to do my best for 8 everybody. 9 MICHELLE DARGON: Excellent, okay. How 10 about, could you describe your working 11 relationship with your direct supervisor, your 12 current one, first. 13 STEVEN MURRAY: I am not sure who that 14 is. I mean, since they have kind of closed my 15 department, I guess it would be Dean Nauman. It 16 was Bill Stargard. There were nine deans before 17 that, in nine years, roughly, within my division. 18 MICHELLE DARGON: Nine deans? 19 STEVEN MURRAY: In nine years. 20 RICHARD SINAPI: Do you want him to go 21 through all nine? 22 MICHELLE DARGON: No, I think really 23 what I -- they're kind of open-ended questions, 24 so --</p>	<p style="text-align: right;">Page 12</p> <p>1 evaluations in the file are all outstanding as 2 well. 3 MICHELLE DARGON: Okay, perfect. 4 STEVEN MURRAY: Vice-president Costigan 5 came to my house in 2020 and gave me a gift, kind 6 of a, you know, again, you know, encouraging me 7 and whatnot, you know, saying what I was doing 8 was the right thing. I have never had a 9 supervisor come to my house and leave a gift on 10 my front doorstep, and that's part of the record, 11 and it's -- I don't think she would do that 12 unless she had a lot of respect for me. 13 MICHELLE DARGON: Okay. How about 14 outside of your supervisor; how would you 15 describe your working relationship with members 16 of the administrative team? 17 STEVEN MURRAY: Individual people? I 18 mean, the administrative team is, again, I don't 19 know how many people -- 20 MICHELLE DARGON: Yes, so I think -- 21 and I know you had mentioned that you had worked 22 direct -- you know, you have two immediate 23 current deans, Stargard and the transitions 24 (inaudible), and then nine deans in nine years</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
13-16

<p style="text-align: right;">Page 13</p> <p>1 and you talked about Vice-president Costigan, but</p> <p>2 how about the rest -- the other vice-presidents,</p> <p>3 other deans, that aren't maybe perhaps your</p> <p>4 direct supervisors that you've worked with, and</p> <p>5 then both the -- and I know you mentioned, again,</p> <p>6 Vice-president Costigan, but also the former</p> <p>7 president as well.</p> <p>8 STEVEN MURRAY: President Hughes?</p> <p>9 MICHELLE DARGON: Yes. Meghan Hughes,</p> <p>10 yes.</p> <p>11 STEVEN MURRAY: When she would see me,</p> <p>12 she would hug me. So again, we had a -- again, I</p> <p>13 don't know. I'm not sure of the question again,</p> <p>14 but I think on a personal level, we always got</p> <p>15 along very well. On a professional level, you</p> <p>16 know, again management, workers, there were</p> <p>17 issues, obviously, and things like no confidence</p> <p>18 votes and whatnot done by the faculty and not</p> <p>19 done by me, by the faculty, and so -- but I mean,</p> <p>20 again, she was always friendly to me.</p> <p>21 MICHELLE DARGON: And then how about</p> <p>22 support staff. So I understand that you had, as</p> <p>23 the chair, some support staff under you, but you</p> <p>24 also worked with support staff through other</p>	<p style="text-align: right;">Page 15</p> <p>1 MICHELLE DARGON: All right. How do</p> <p>2 you respond and handle opinions and processes</p> <p>3 that you disagree with in the workplace?</p> <p>4 STEVEN MURRAY: Could you repeat that.</p> <p>5 MICHELLE DARGON: Sure. How do you</p> <p>6 respond and handle opinions and processes you</p> <p>7 disagree with in the workplace?</p> <p>8 STEVEN MURRAY: Professionally. I</p> <p>9 mean, I always listen to other people. I really</p> <p>10 do. I realize that other people could have other</p> <p>11 opinions. It's never personal. People are</p> <p>12 passionate about issues that are important to our</p> <p>13 students, the college and the state, as I am, and</p> <p>14 I always respect other people's opinions, even</p> <p>15 when I disagree with them. I have never swore at</p> <p>16 anybody, you know, used foul language. I have</p> <p>17 never threatened anyone, physically or otherwise.</p> <p>18 We've had professional disagreements. That's</p> <p>19 normal in the workplace. And again, I always try</p> <p>20 to keep it professional and not personal.</p> <p>21 MICHELLE DARGON: All right, so</p> <p>22 another -- this is another kind of multi-part</p> <p>23 question. Have you ever been told your behavior</p> <p>24 is unacceptable by somebody in the workplace?</p>
<p style="text-align: right;">Page 14</p> <p>1 kinds of conversations, so if you were looking to</p> <p>2 work with a dean or another chair, you would go</p> <p>3 through their support staff. Student services,</p> <p>4 academic affairs, how about the -- again, an</p> <p>5 overall working relationship with support staff?</p> <p>6 STEVEN MURRAY: Again, my direct</p> <p>7 support staff, Maureen (Inaudible), in this</p> <p>8 matter, wrote a letter. She worked with me for</p> <p>9 20 years. It just shows an outstanding</p> <p>10 relationship, professional and personal. My</p> <p>11 current support person (Inaudible), you got a</p> <p>12 letter from (Inaudible). The person who sat</p> <p>13 right outside my door (inaudible), again, has put</p> <p>14 a letter in. Again, it's just complimentary to</p> <p>15 me, without a doubt. If you spoke to the other</p> <p>16 people, again, in my area, at the night campus,</p> <p>17 Joanne Albro, Lauren -- I'm not sure of --</p> <p>18 (Inaudible). My 19 hour person, Leslie</p> <p>19 (Inaudible) sister Lauren, you know, (inaudible)</p> <p>20 professional relationship, and many others at the</p> <p>21 college. I mean, I have been there 30 years, you</p> <p>22 know, people in other people departments, Gail</p> <p>23 (Inaudible) in the English Department, and again,</p> <p>24 I don't know, you know, again, I'm not --</p>	<p style="text-align: right;">Page 16</p> <p>1 STEVEN MURRAY: Told by anyone?</p> <p>2 MICHELLE DARGON: Yes.</p> <p>3 STEVEN MURRAY: And what do you mean by</p> <p>4 unacceptable?</p> <p>5 MICHELLE DARGON: Just has anybody</p> <p>6 stopped you and said, you know, Steve, I find A,</p> <p>7 B, C is very unprofessional or unacceptable.</p> <p>8 STEVEN MURRAY: Last fall Dean Stargard</p> <p>9 said he didn't like the tone of my e-mails, and I</p> <p>10 expressed back to him; what do you mean by the</p> <p>11 tone? I think his Assistant Liz Del Sesto made a</p> <p>12 comment that I sent them at night, so I just</p> <p>13 said, is there a time period? They said, they</p> <p>14 were too long, and I politely said, well, what is</p> <p>15 the length that I can or cannot do; what is</p> <p>16 excessive? What is unexcessive? They never</p> <p>17 answered those questions. I don't know how you</p> <p>18 kind of police tone in an e-mail.</p> <p>19 MICHELLE DARGON: Sure.</p> <p>20 STEVEN MURRAY: And I don't put things</p> <p>21 in all caps. I don't bold print things. I just,</p> <p>22 you know, laid out whatever the issue is as</p> <p>23 factually and concisely as I can, and I ask for a</p> <p>24 response. Again, if they had a different</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
17-20

<p style="text-align: right;">Page 17</p> <p>1 opinion, again, things, like, go for overload 2 contract provisions and whatnot, sometimes the 3 administer would have one position, faculty 4 member or a department chair might have another. 5 I always kept that professional, and I never 6 understood why that was a problem, just to raise 7 those issues. 8 MICHELLE DARGON: Okay. And in, I 9 guess, this example, did he ever elaborate on why 10 it might be an issue? I know you said he was not 11 responsive to the hours and the length, when it 12 was sent, but in terms of the subject matter? 13 STEVEN MURRAY: No, I really don't 14 think he was. And again, I think if you look at 15 his evaluation of me, there's really nothing in 16 his evaluation about that. There are sections on 17 communication and whatnot in the evaluation. I 18 don't think I'm faulted for any of that. Any of 19 my evaluations going back, through all of these 20 deans, I have never been criticized with any of 21 that, and I think that's, again, where that type 22 of evaluation would take place. 23 MICHELLE DARGON: Okay. All right. 24 How about, have you ever been told your behavior</p>	<p style="text-align: right;">Page 19</p> <p>1 people use foul language toward me, including 2 administrators. And I have made the college 3 aware of that. 4 MICHELLE DARGON: How about, have you 5 been -- excuse me, have you ever been informed 6 that your behavior is insulting? 7 STEVEN MURRAY: Again, I don't -- I 8 have had disagreements, for instance, with -- she 9 was Vice-president Costigan at the time. I mean, 10 it's -- and again, that is all documented. I 11 don't know if she used the word insulting. 12 MICHELLE DARGON: And then how about 13 inappropriate? 14 STEVEN MURRAY: Again, if you cited 15 some specific examples, I would be happy to 16 comment, but you are asking in 32 years. 17 RICHARD SINAPI: Can I just get some 18 clarification. Is there some suggestion that any 19 of the many administrators or 300 faculty, who 20 subjectively took something personal or read into 21 language -- something that is a violation of 22 policy 5.01; is that the position of CCRI? 23 MICHELLE DARGON: So 5.01 is standards 24 of conduct, just in the overall scope of</p>
<p style="text-align: right;">Page 18</p> <p>1 is rude? 2 STEVEN MURRAY: Rude? 3 MICHELLE DARGON: Rude. 4 STEVEN MURRAY: By whom? By, like -- 5 MICHELLE DARGON: Just anybody in the 6 workplace. 7 STEVEN DARGON: I don't have a memory 8 at this moment -- 9 MICHELLE DARGON: Sure. 10 STEVEN DARGON: -- of any individual or 11 specific person saying, you are rude. Again, I 12 have been there 32 years. I have been a leader 13 there, you know, and I have been on different 14 committees, again, and whatnot. I was the 15 president of the union, and again, you have 16 professional disagreements. They are never 17 personal. I always make that very clear. It's 18 never an attack on anyone, individually. It's 19 just you may have one opinion and I have another, 20 and I think in any type of work setting you 21 should be able to have a professional discussion 22 about that. Sometimes when people don't like 23 your response, they react as they're going to 24 react. I have had people scream at me. I've had</p>	<p style="text-align: right;">Page 20</p> <p>1 representation, and how we act as state 2 employees, and how we act as faculty amongst the 3 college, and within that, it's just kind of 4 focusing on the way we kind of handle inner 5 conflict, inner discussions or discourse. And 6 making sure that we're holding the college to the 7 best esteem possible. 8 RICHARD SINAPI: I understand that, but 9 unfortunately or fortunately, it's a public 10 college. 11 MICHELLE DARGON: Sure. 12 RICHARD SINAPI: And the First 13 Amendment tolerates robust, critical, sometimes 14 harsh communications -- 15 MICHELLE DARGON: Sure. 16 RICHARD SINAPI: -- regarding matters. 17 And additionally, you know, attacking the issue, 18 and somebody taking it personal, doesn't -- is 19 not sanctionable either -- in any professional 20 setting or certainly under the First Amendment, 21 and just -- again, I'm just following your line 22 of questioning, and I don't -- I want to make 23 sure we are not going there. 24 SYBIL BAILEY: I had struggled with</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
21-24

<p style="text-align: right;">Page 21</p> <p>1 that as well.</p> <p>2 RICHARD SINAPI: H'm.</p> <p>3 SYBIL BAILEY: Especially when it's</p> <p>4 union business and negotiating. I mean, I've sat</p> <p>5 behind the table with many aggressive, assertive</p> <p>6 people. At some point, though, we are not always</p> <p>7 wearing our union hat, if you will, and if I tell</p> <p>8 you or let you know or several people say, ooh,</p> <p>9 ow, it's never going to be productive, and that</p> <p>10 is the message we're kind of getting; people do</p> <p>11 feel all the things that we're kind of trying to</p> <p>12 ask your perspective; do you realize that? "It</p> <p>13 isn't helping, so I don't think you're a very</p> <p>14 good lawyer. I don't -- you don't know your</p> <p>15 job." Like, it's things like that, that people</p> <p>16 take insulting. Whether or not it's your</p> <p>17 personal opinion, not everyone wants it, and that</p> <p>18 is what we're struggling with. To be honest,</p> <p>19 it's, like, okay, we have got to find a better</p> <p>20 way to be more effective professional colleagues,</p> <p>21 and I get your point. Listen, I'm passionate. I</p> <p>22 want to do this; I want to do that, but some of</p> <p>23 the comments, things like that, are just --</p> <p>24 people feel -- I'm used to it, so -- and I don't</p>	<p style="text-align: right;">Page 23</p> <p>1 involves -- in the private setting, where it</p> <p>2 involves union business, there is no policing</p> <p>3 that, and that is just -- that is just a fact. I</p> <p>4 mean, I reviewed all of the transcripts,</p> <p>5 everything. I have reviewed people's, you know,</p> <p>6 honest interviews with the investigator, and you</p> <p>7 know, nobody attacked them. They attacked their</p> <p>8 positions.</p> <p>9 SYBIL BAILEY: (Inaudible). I'm sorry.</p> <p>10 RICHARD SINAPI: So they were -- there</p> <p>11 was a -- there was disagreement over their</p> <p>12 positions, over their -- the position that they</p> <p>13 were trying to advocate for. There was nothing</p> <p>14 personal. It just -- that is all it is. And the</p> <p>15 First Amendment and the Labor Relations Act</p> <p>16 doesn't tolerate trying to police, you know, the</p> <p>17 tone that you use, when you are doing that,</p> <p>18 again, short of vulgarity, or you know, what have</p> <p>19 you.</p> <p>20 SYBIL BAILEY: Even threats, if you</p> <p>21 would say -- and I'm not saying you are</p> <p>22 threatening to hurt someone like that.</p> <p>23 RICHARD SINAPI: I understand.</p> <p>24 SYBIL BAILEY: But a threat made, "you</p>
<p style="text-align: right;">Page 22</p> <p>1 take it personally, but I have worked in this</p> <p>2 setting. I mean, we can argue, fight, whatever,</p> <p>3 and go out for coffee later.</p> <p>4 STEVEN MURRAY: Sure.</p> <p>5 SYBIL BAILEY: So -- but not everyone</p> <p>6 feels that, and I guess it's a different position</p> <p>7 as well for me.</p> <p>8 RICHARD SINAPI: Sybil, I understand</p> <p>9 what you're saying, but I have to follow-up on</p> <p>10 it. When the discourse does not involve</p> <p>11 vulgarity, threats of violence, threats of bodily</p> <p>12 harm, when the discourse is about ideas, not</p> <p>13 about people --</p> <p>14 SYBIL BAILEY: Right.</p> <p>15 RICHARD SINAPI: -- not about their</p> <p>16 character.</p> <p>17 SYBIL BAILEY: Right.</p> <p>18 RICHARD SINAPI: But it's about ideas</p> <p>19 and positions and what is going on; there is no</p> <p>20 sanction for that. There is no way to police</p> <p>21 that.</p> <p>22 SYBIL BAILEY: Um-hum.</p> <p>23 RICHARD SINAPI: There has to be,</p> <p>24 particularly, in the public setting or where it</p>	<p style="text-align: right;">Page 24</p> <p>1 are going to be sorry that -- you know what,</p> <p>2 fine; you're not going to give me that; you're</p> <p>3 going to be sorry about that or this isn't the</p> <p>4 end of that." That's just giving you an example</p> <p>5 of not necessarily somebody (inaudible) it, but</p> <p>6 my paraphrasing in conversations, again, that --</p> <p>7 and it's your right. You have a right, but also,</p> <p>8 don't we want to work more collaboratively</p> <p>9 (inaudible). We don't always have to be -- and</p> <p>10 that is our -- that's our issue. We are trying</p> <p>11 to get it to a point where, can we at least work</p> <p>12 more professionally together, if you don't mean</p> <p>13 to do that, but I'm telling you, you're doing it</p> <p>14 to me. This is just me. Maybe I might say, all</p> <p>15 right, I won't be so whatever; I don't know.</p> <p>16 Just examples.</p> <p>17 STEVEN MURRAY: People scream at me,</p> <p>18 that used vulgarity against me. The college</p> <p>19 doesn't (inaudible) anything about that.</p> <p>20 SYBIL BAILEY: And what if we were to</p> <p>21 say that it's in response to you, not making it</p> <p>22 right. I am not. And I am saying that could be</p> <p>23 just as well, but I get it. I just wish that</p> <p>24 there would be some acknowledgment on both sides,</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
25-28

<p style="text-align: right;">Page 25</p> <p>1 that going forward, could we maybe figure this 2 out, but this is just me. I am not even one of 3 the -- 4 STEVEN MURRAY: I never want to insult 5 anybody. I have never had a personal attack on 6 anybody. As Dick said, it's about positions. 7 SYBIL BAILEY: But even if you -- like, 8 I am not qualified. You are telling me, "you're 9 not even qualified for your job. I don't think 10 you're doing a good job." Like, do I really care 11 about your opinion, and I am being facetious. 12 STEVEN MURRAY: Everybody is entitled 13 to an opinion. 14 SYBIL BAILEY: What is that? Not 15 everybody -- 16 STEVEN MURRAY: Everybody is 17 entitled -- 18 SYBIL BAILEY: -- wants to hear your 19 opinion. "It's embarrassing me, and as my -- as 20 a professional, I don't really appreciate you 21 embarrassing me in front of this group, so take 22 it or leave it, okay." I'm just saying to you 23 that -- and I get it, but -- 24 RICHARD SINAPI: The workplace is wide</p>	<p style="text-align: right;">Page 27</p> <p>1 you, and you can ask him. Put it on the record, 2 okay. If somebody tells him, "gee, you know, I'm 3 a little, you know, I'm a little upset about 4 this." My client is not going to push the 5 envelope of his First Amendment privilege -- 6 rights, if he knows somebody is really in 7 distress, you know, and anxious. And I got to 8 tell you, the debate about, for instance -- 9 again, context matters, Tara Abbascia being a 10 lame duck. This is a significant issue with 11 strong differences of opinion on that, and it's 12 very important, and my client and others felt 13 very strongly about that. And if Ms. Abbascia 14 felt, "ooh, ooh, I am being attacked." We're 15 attacking the decision. It's bad for the union. 16 I'm sorry you don't feel good about it, okay, and 17 if you look at the discourse, the discourse was 18 about the fact -- not that she was a bad person, 19 not that she was not doing a good job, but that 20 it was perceived that, as a lame duck, she would 21 not be effective. Even the union mediator said 22 that. So it was a perception, and it was a 23 strong concern that many people had, but it 24 wasn't personal, and I understand.</p>
<p style="text-align: right;">Page 26</p> <p>1 open, robust communication. It's a rough and 2 tumbled place. It's not kindergarten, okay. 3 SYBIL BAILEY: H'm. 4 RICHARD SINAPI: And that is just the 5 way it is. If you look -- and context matters, 6 okay. I read every single piece of material that 7 the investigators dug up, the -- whatever 8 witnesses, about Mr. Murray's conduct over 32 9 years, okay. There was nothing personal about 10 it. It was always arguing about issues, ideas. 11 SYBIL BAILEY: But personal -- 12 RICHARD SINAPI: Mr. Murray is very 13 vigorous. He is very passionate. He is very 14 persistent about his positions and what he 15 believes in, and he picks apart arguments that 16 are weak. People don't like it. They get upset. 17 They take it personal. He is picking apart the 18 weakness in their arguments, and what they're 19 doing wrong, and why he disagrees, and they feel 20 threatened. They feel, "ooh, ooh, he is 21 attacking my belief structure. He is undermining 22 me. Oh, oh, I feel -- I feel I am not in my safe 23 place." That is the way the workplace is. You 24 cannot police that, okay, and my client will tell</p>	<p style="text-align: right;">Page 28</p> <p>1 SYBIL BAILEY: (Inaudible) 2 RICHARD SINAPI: And let me finish. I 3 want to continue on that. 4 SYBIL BAILEY: Yes, sorry, sorry. 5 RICHARD SINAPI: I can understand how 6 Ms. Abbascia thought, oh, gee -- 7 SYBIL BAILEY: Yup. 8 RICHARD SINAPI: -- But that is -- that 9 is a debate over an issue. You made a decision. 10 People disagree with it, so you're arguing about 11 the position. Nobody is attacking her. Nobody 12 is saying she is a bad person. Nobody is saying 13 she didn't try to be a good president and do the 14 best she can. It is about a decision. There is 15 no policing that. Again, sort of vulgarity, what 16 have you. I want to comment on one other thing 17 about threats, okay. People can threaten things 18 politically, argumentatively, as long as, again, 19 it does not imply some threat of physical harm or 20 physical negativity, and let me say something 21 else. I am going to give an example, because 22 it's in the record. My client had a disagreement 23 with -- a concern with Ms. Abbascia, in 24 particular, that she went on the faculty e-mail</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
29-32

<p style="text-align: right;">Page 29</p> <p>1 and said, "people are --</p> <p>2 SPEAKER: Spreading lies.</p> <p>3 RICHARD SINAPI: -- spreading lies."</p> <p>4 Okay. Now, you know at that time the debatable</p> <p>5 TA, Steve, was one of the most outspoken</p> <p>6 advocates, not the only one engaged in this group</p> <p>7 debate, you know, on the Listserv, but he was,</p> <p>8 you know, the most outspoken, and leading the</p> <p>9 position against it or one of the positions</p> <p>10 against it. And he was concerned that she meant</p> <p>11 him, and they had, as you know, you saw the</p> <p>12 e-mails going back and forth on it, and at one</p> <p>13 point he said, "well, if it is not me, then just</p> <p>14 say it's not me. I am not pointing a finger."</p> <p>15 She goes, "oh, I am not going to say that." He</p> <p>16 goes, "well, I'll release the e-mails, which show</p> <p>17 that you -- it's not me. That you agree it's not</p> <p>18 me." Now, is that a threat? I guess -- I don't</p> <p>19 know if it's a threat. It's a condition, but</p> <p>20 that is -- there's nothing wrong with that. It's</p> <p>21 a discourse. It's a discourse back and forth,</p> <p>22 and it's an issue about his reputation, and he</p> <p>23 has got a right to say -- or he could have just</p> <p>24 published it. Hey, here is all the e-mail</p>	<p style="text-align: right;">Page 31</p> <p>1 STEVEN MURRAY: Yes.</p> <p>2 RICHARD SINAPI: -- she took it</p> <p>3 personal. Like, oh, oh, you are attacking me,</p> <p>4 like, I did something wrong. He wasn't. He was</p> <p>5 trying to point out that there was a weakness in</p> <p>6 it, and we need to fix it, okay. When he pointed</p> <p>7 out he thought that the faculty -- that the</p> <p>8 Senate was being manipulated by the faculty to</p> <p>9 put forth some of their proposals and --</p> <p>10 STEVEN MURRAY: The administration.</p> <p>11 RICHARD SINAPI: The administration, I</p> <p>12 am sorry, the administration and not the faculty,</p> <p>13 pointing that out, how they were, you know, using</p> <p>14 it to do that, again, she took it personal. He</p> <p>15 was not attacking her. He was just making his</p> <p>16 opinion on what he saw going on. He also had</p> <p>17 facts to support that. That is just his opinion.</p> <p>18 That is his position. He was not attacking her.</p> <p>19 He was not attacking her or her abilities or her</p> <p>20 good intentions. It was what he saw happening in</p> <p>21 terms of how it was functioning, at least in</p> <p>22 part. That is it. I mean, that is a totally</p> <p>23 protected First Amendment activity. If it's not</p> <p>24 in a public college setting, where ideas clash,</p>
<p style="text-align: right;">Page 30</p> <p>1 chains. Is that better? I don't know. We are</p> <p>2 not -- it's not something you can police.</p> <p>3 SYBIL BAILEY: Right.</p> <p>4 RICHARD SINAPI: It's not something you</p> <p>5 can police. And again, I'm using that as an</p> <p>6 example.</p> <p>7 SYBIL BAILEY: No, I get that, no.</p> <p>8 RICHARD SINAPI: You know what I am</p> <p>9 saying?</p> <p>10 SYBIL BAILEY: Yup, I do.</p> <p>11 RICHARD SINAPI: So you know, again --</p> <p>12 SYBIL BAILEY: I --</p> <p>13 RICHARD SINAPI: You know, all the</p> <p>14 discourse that my client had with Ms. Sneesby,</p> <p>15 again, read all the material. He never said that</p> <p>16 she was not -- did not try her best as senate</p> <p>17 president, didn't try her best at what she</p> <p>18 (inaudible), you know, was a big participant, and</p> <p>19 the founding of the union and the founding of the</p> <p>20 constitution for the senate. What he said is, if</p> <p>21 there was a weakness in the documents, establish</p> <p>22 it with respect to share governance, which she</p> <p>23 frankly agreed with, but when Steve advocated</p> <p>24 about it, particularly, on the Listserv or --</p>	<p style="text-align: right;">Page 32</p> <p>1 where opinions clash, where world views clash,</p> <p>2 there's going to be all kinds of stuff. I mean,</p> <p>3 somebody argues with you and attacks your world</p> <p>4 view, attacks your, you know, your culture or</p> <p>5 your religious beliefs and is contrary, like, oh,</p> <p>6 does that feel threatening? It might, but that</p> <p>7 is part of debate, and that is what I'm trying to</p> <p>8 get at. Sorry.</p> <p>9 SYBIL BAILEY: I have a question,</p> <p>10 though. No, (inaudible). First of all, I get it</p> <p>11 in the union matters, how you discuss or debate</p> <p>12 with (inaudible) of the world in your -- that is</p> <p>13 your world. That is -- I mean, we're struggling</p> <p>14 with -- or my lens, because it's looking like we</p> <p>15 are not helping our team in terms of people</p> <p>16 coming in and saying, HR, this is unacceptable,</p> <p>17 and you're right, some of it is their political</p> <p>18 points, and some of it is that -- fine, you are</p> <p>19 going to be miserable. You are going to be sorry</p> <p>20 you didn't do that for me; that is not a physical</p> <p>21 threat, at all. Well, it could be, but it's -- I</p> <p>22 don't -- I am not taking it as that, but it does</p> <p>23 feel like I am going to make your life miserable.</p> <p>24 The end of the day, the policy for overload is</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
33-36

<p style="text-align: right;">Page 33</p> <p>1 what it is. And I'll be -- I know you know that</p> <p>2 backwards, forwards, inside out. I kind of know</p> <p>3 the gist of it. You get so much. You get</p> <p>4 (inaudible) the exception, so in the end, the</p> <p>5 exceptions (inaudible) because of the quote,</p> <p>6 unquote assertive beat down, relentless attack on</p> <p>7 it, my word, please, in terms of Stargard says --</p> <p>8 go ahead.</p> <p>9 STEVEN MURRAY: May I just address</p> <p>10 that, because again, we've got a grievance</p> <p>11 hearing next Monday with Rebecca Heimel on that.</p> <p>12 SYBIL BAILEY: Okay, good.</p> <p>13 STEVEN MURRAY: And I just --</p> <p>14 SYBIL BAILEY: I am sorry.</p> <p>15 STEVEN MURRAY: No, you were -- I don't</p> <p>16 think you were at the college yet, but when I was</p> <p>17 the president of the union, when we did the last</p> <p>18 contract 2018 to 2021, we -- I sat across the</p> <p>19 table from Rosemary (Inaudible), Ann Marie</p> <p>20 Coleman and one of the issues we resolved was on</p> <p>21 overload. At that time three credit courses, you</p> <p>22 could only do seven over the course of the year,</p> <p>23 so we increased it to eight. We put the language</p> <p>24 in, and it was very clear.</p>	<p style="text-align: right;">Page 35</p> <p>1 attack him. I never swore at him. I just said,</p> <p>2 you're wrong.</p> <p>3 SYBIL BAILEY: Um-hum.</p> <p>4 STEVEN MURRAY: And I hope I'm allowed</p> <p>5 to say that, and I filed a grievance.</p> <p>6 SYBIL BAILEY: Um-hum, okay.</p> <p>7 STEVEN MURRAY: That's the process. I</p> <p>8 mean, again --</p> <p>9 SYBIL BAILEY: And I get that. We</p> <p>10 don't agree on --</p> <p>11 STEVEN MURRAY: Rosemary (inaudible),</p> <p>12 just please read this again.</p> <p>13 SYBIL BAILEY: No, I already know about</p> <p>14 it, because --</p> <p>15 STEVEN MURRAY: Yes, I mean, it says,</p> <p>16 this is the president of the college. It takes</p> <p>17 guts to do our jobs, and I would say, we have</p> <p>18 them -- we, me and her. She -- this is --</p> <p>19 SYBIL BAILEY: And you have, but if</p> <p>20 you --</p> <p>21 STEVEN MURRAY: This is her.</p> <p>22 SYBIL BAILEY: (Inaudible)</p> <p>23 STEVEN MURRAY: Yes, but Sybil, this is</p> <p>24 her coming to my house.</p>
<p style="text-align: right;">Page 34</p> <p>1 SYBIL BAILEY: Um-hum.</p> <p>2 STEVEN MURRAY: And then moving beyond</p> <p>3 that, the administration did not follow the</p> <p>4 contract, I mean, clearly.</p> <p>5 SYBIL BAILEY: And I am not debating</p> <p>6 that piece.</p> <p>7 STEVEN MURRAY: No, but I am just</p> <p>8 saying, so Sybil, there's nothing I did wrong, in</p> <p>9 the sense of, well, wait a minute, you know, all</p> <p>10 we want is what the contract says. We --</p> <p>11 SYBIL BAILEY: And I get that.</p> <p>12 STEVEN MURRAY: Last fall, though, Dean</p> <p>13 Stargard -- this is where it gets wrong, he</p> <p>14 communicated to me; oh, myself and the other two</p> <p>15 deans have decided that instead of being able to</p> <p>16 do eight, as the contract says, or seven, like it</p> <p>17 used to be, we have decided it's six, so again,</p> <p>18 my only response to him was -- it wasn't a</p> <p>19 personal attack on him. Dean, you are wrong. I</p> <p>20 can't just sit there and say, oh, okay.</p> <p>21 SYBIL BAILEY: Um-hum, um-hum.</p> <p>22 STEVEN MURRAY: Right, I mean, this is</p> <p>23 the faculty's rights to make money, so I mean,</p> <p>24 again, he ignored that. I didn't personally</p>	<p style="text-align: right;">Page 36</p> <p>1 SYBIL BAILEY: I know, because I</p> <p>2 remember the gift.</p> <p>3 STEVEN MURRAY: She called me the day</p> <p>4 before. I bought you a gift. Can I come to your</p> <p>5 house. I was shocked, to be honest.</p> <p>6 SYBIL BAILEY: I know.</p> <p>7 STEVEN MURRAY: I said, sure.</p> <p>8 SYBIL BAILEY: Well, you know,</p> <p>9 relationships do go up and down --</p> <p>10 STEVEN MURRAY: Yes.</p> <p>11 SYBIL BAILEY: -- overnight. I'm sure</p> <p>12 there's other times that there's been discussions</p> <p>13 that --</p> <p>14 STEVEN MURRAY: I have had all kinds of</p> <p>15 discussions --</p> <p>16 SYBIL BAILEY: Right.</p> <p>17 STEVEN MURRAY: -- with Rosemary over</p> <p>18 the years, with all kinds of things, where,</p> <p>19 again --</p> <p>20 SYBIL BAILEY: And it's gotten heated a</p> <p>21 few times.</p> <p>22 STEVEN MURRAY: Yes, but it's --</p> <p>23 SYBIL BAILEY: Especially when it got</p> <p>24 personal with her nephew and all of that.</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
37-40

<p style="text-align: right;">Page 37</p> <p>1 STEVEN MURRAY: That was a complete 2 misunderstanding on her part. 3 SYBIL BAILEY: Oh, okay. 4 STEVEN MURRAY: No, I mean, that, in 5 the sense that -- 6 SYBIL BAILEY: You didn't mean it -- 7 STEVEN MURRAY: My brother had just 8 died. 9 SYBIL BAILEY: Um-hum. 10 STEVEN MURRAY: Okay. And she said to 11 me, we both had a rough year last year, and I 12 thought what she meant by that was her nephew 13 dying, as well, because she had been very 14 empathetic toward my brother passing. And all I 15 said was, yes, my brother died; your nephew died. 16 And she looked at me and she said, what? My 17 nephew? I said it out of pure empathy. 18 RICHARD SINAPI: He thought it was 19 following up on what she said. 20 STEVEN MURRAY: And she started to 21 scream at me -- actually, screaming at me. 22 SYBIL BAILEY: Yes. 23 STEVEN MURRAY: She started to scream; 24 you are despicable. I was shocked, to be honest.</p>	<p style="text-align: right;">Page 39</p> <p>1 RICHARD SINAPI: And Sybil, I got to 2 follow-up on that, because -- 3 SYBIL BAILEY: I get it, though. 4 RICHARD SINAPI: First of all, I don't 5 think you could do what you are doing. Second of 6 all, if you try, what's good for the goose -- 7 SYBIL BAILEY: Doing what I'm doing, 8 what do you mean? 9 RICHARD SINAPI: Trying to police, you 10 know. 11 SYBIL BAILEY: Oh, okay, good. I 12 though you meant something (inaudible). 13 RICHARD SINAPI: This kind of wide 14 open, robust, sometimes harsh discussion in the 15 workplace and under the First Amendment, what's 16 good for the goose is good for the gander. 17 Rosemary Costigan should be substantially 18 disciplined for screaming at him. 19 STEVEN MURRAY: She screamed at me in 20 front of 30 people at the strategic planning 21 committee meeting, when I filed my violence in 22 the workplace. There were vice-presidents there, 23 just, (inaudible). Dave Patten was there. Sara 24 Enright was there. All kinds of people were</p>
<p style="text-align: right;">Page 38</p> <p>1 I just got up and left. (Inaudible) 2 SYBIL BAILEY: (Inaudible) 3 STEVEN MURRAY: (Inaudible) put my hand 4 on a Bible. 5 SYBIL BAILEY: No. 6 STEVEN MURRAY: I mean, I never tried 7 to hurt her with that. 8 SYBIL BAILEY: Um-hum. 9 STEVEN MURRAY: I mean, are you kidding 10 me? The worst thing that's happened in my life 11 is my brother passing, and I was discussing that. 12 And I assumed her nephew passing was a very 13 heart-felt thing for her. 14 SYBIL BAILEY: Um-hum. 15 STEVEN MURRAY: I wasn't saying it any 16 other way. She had started the conversation by 17 attacking me, by saying, oh, you won your 18 election, but you didn't get a majority of the 19 vote. You know, other people are not perfect. I 20 think you understand that. 21 SYBIL BAILEY: I do. 22 STEVEN MURRAY: And plenty of people 23 have come after me. 24 SYBIL BAILEY: Um-hum.</p>	<p style="text-align: right;">Page 40</p> <p>1 there. All I said was, again, a statement 2 (inaudible), and the person running the meeting 3 said, does anybody have any comments? I waited 4 politely. I raised my hand. He said, go ahead, 5 and I said, you know -- this is paraphrasing, 6 something in the document, where all students are 7 capable. I said, I have devoted my life to 8 students. I said, I wish that was true a hundred 9 percent of the time. We get some students, 10 unfortunately, who are unmotivated, who aren't 11 here for the right reasons, and Rosemary is 12 sitting across the table from me and just went -- 13 explosive. I don't know if you have seen 14 (inaudible). You have been at plenty of 15 meetings. 16 SYBIL BAILEY: I was not there, but I 17 know what you're talking about. 18 STEVEN MURRAY: You've done plenty of 19 meetings with Rosemary, right, and again, we 20 could bring in Dean Cole, Dean (Inaudible), 21 plenty of other people -- 22 SYBIL BAILEY: (Inaudible), but go 23 ahead. 24 STEVEN MURRAY: The people in her area,</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
41-44

<p style="text-align: right;">Page 41</p> <p>1 where she has screamed at multiple people --</p> <p>2 SYBIL BAILEY: Um-hum.</p> <p>3 STEVEN MURRAY: -- over the years.</p> <p>4 Multiple people.</p> <p>5 SYBIL BAILEY: Um-hum.</p> <p>6 STEVEN MURRAY: If she wants to go down</p> <p>7 that road, that is, you know --</p> <p>8 SYBIL BAILEY: Um-hum.</p> <p>9 STEVEN MURRAY: -- I mean, so then,</p> <p>10 again, what is good for the goose is good for the</p> <p>11 gander.</p> <p>12 SYBIL BAILEY: And I respect that.</p> <p>13 RICHARD SINAPI: And he has had, you</p> <p>14 know, Professor (Inaudible) scream at him, okay,</p> <p>15 witnesses. He has had a co-worker scream at him.</p> <p>16 STEVEN MURRAY: Soudebeh Valicenti,</p> <p>17 right up in my face, and I am not going to repeat</p> <p>18 the words she used. You tell that, blah, blah,</p> <p>19 blah, blah, blah. I just stood there. I had a</p> <p>20 witness to that.</p> <p>21 SYBIL BAILEY: I remember that.</p> <p>22 STEVEN MURRAY: Nobody had said I have</p> <p>23 used language like that, because I haven't in 32</p> <p>24 years.</p>	<p style="text-align: right;">Page 43</p> <p>1 do about it, okay, if I have to go to the Supreme</p> <p>2 Court. All right, so --</p> <p>3 SYBIL BAILEY: Are you getting -- it's</p> <p>4 okay, like --</p> <p>5 RICHARD SINAPI: I get excited --</p> <p>6 SYBIL BAILEY: I know. I am, like --</p> <p>7 RICHARD SINAPI: -- just like -- and I</p> <p>8 get -- so does Steve. Steve gets --</p> <p>9 SYBIL BAILEY: But I am just making</p> <p>10 sure, because I'm being candid with you, just</p> <p>11 because --</p> <p>12 RICHARD SINAPI: I get it and I want to</p> <p>13 show an example.</p> <p>14 SYBIL BAILEY: Yes.</p> <p>15 RICHARD SINAPI: Steve gets passionate,</p> <p>16 too.</p> <p>17 SYBIL BAILEY: Right.</p> <p>18 STEVEN MURRAY: That's a good thing.</p> <p>19 RICHARD SINAPI: Passion is a good</p> <p>20 thing.</p> <p>21 SYBIL BAILEY: And I do, too and I've</p> <p>22 been --</p> <p>23 RICHARD SINAPI: But when you scream --</p> <p>24 but when you scream -- when you get passionate</p>
<p style="text-align: right;">Page 42</p> <p>1 SYBIL BAILEY: Then why do so many</p> <p>2 people --</p> <p>3 RICHARD SINAPI: He has -- pardon me?</p> <p>4 STEVEN MURRAY: Why do people not like</p> <p>5 me? I don't know. Plenty of people love me.</p> <p>6 SYBIL BAILEY: I didn't mean not like</p> <p>7 you. What I meant --</p> <p>8 STEVEN MURRAY: A lot of people love</p> <p>9 me.</p> <p>10 RICHARD SINAPI: I'll make a</p> <p>11 suggestion --</p> <p>12 SYBIL BAILEY: Sorry.</p> <p>13 RICHARD SINAPI: -- on this floor,</p> <p>14 okay. I just want to put a fine point on it. My</p> <p>15 client has never screamed at anybody.</p> <p>16 SYBIL BAILEY: Um-hum.</p> <p>17 RICHARD SINAPI: My client has never</p> <p>18 used foul language. By that, my client has never</p> <p>19 used vulgarity. My client his never attacked</p> <p>20 anybody. He has attacked ideas, and he will</p> <p>21 continue to do so, okay.</p> <p>22 SYBIL BAILEY: Um-hum.</p> <p>23 RICHARD SINAPI: I'll say something</p> <p>24 else. There's nothing this college is going to</p>	<p style="text-align: right;">Page 44</p> <p>1 about your argument and your ideas, it's not a</p> <p>2 bad thing. When you get -- when you scream at</p> <p>3 people, that's a bad thing. Those are</p> <p>4 fundamentally, objectively different things,</p> <p>5 okay, and that is what you can police. You</p> <p>6 cannot police --</p> <p>7 SYBIL BAILEY: Did you scream at Del</p> <p>8 Sesto, when you went in that day about --</p> <p>9 STEVEN MURRAY: Absolutely not.</p> <p>10 SYBIL BAILEY: Okay.</p> <p>11 STEVEN MURRAY: Again --</p> <p>12 RICHARD SINAPI: And she never said he</p> <p>13 did.</p> <p>14 SYBIL BAILEY: Okay. I am asking.</p> <p>15 STEVEN MURRAY: The first time you and</p> <p>16 I met -- you may not recall; I remember you</p> <p>17 saying to me when we first met; oh, you are the</p> <p>18 guy who yells at people.</p> <p>19 SYBIL BAILEY: I did not. It doesn't</p> <p>20 matter. I don't mean to debate that. I am</p> <p>21 sorry.</p> <p>22 STEVEN MURRAY: But I mean --</p> <p>23 SYBIL BAILEY: Yeah.</p> <p>24 STEVEN MURRAY: I can get loud.</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
45-48

<p style="text-align: right;">Page 45</p> <p>1 Everybody has a different volume level. I --</p> <p>2 again, I don't scream. I am not going to scream</p> <p>3 in here. I've never screamed at anyone at the</p> <p>4 college. I really have not.</p> <p>5 SYBIL BAILEY: Um-hum.</p> <p>6 STEVEN MURRAY: Can I get a little</p> <p>7 louder -- and that is exactly what Liz said in</p> <p>8 her transcript. She said he got a bit louder</p> <p>9 than normal. That is not screaming.</p> <p>10 SYBIL BAILEY: True.</p> <p>11 STEVEN MURRAY: A bit louder, that's</p> <p>12 her words under oath.</p> <p>13 SYBIL BAILEY: Um-hum.</p> <p>14 STEVEN MURRAY: A bit louder than</p> <p>15 normal. I don't think that is a bad thing.</p> <p>16 Plenty of other people have done that, too.</p> <p>17 SYBIL BAILEY: It does get -- your</p> <p>18 emotion -- I get that.</p> <p>19 RICHARD SINAPI: And he was passionate</p> <p>20 about his concern and about the urgency of what</p> <p>21 the matter was.</p> <p>22 STEVEN MURRAY: Yes, this was --</p> <p>23 RICHARD SINAPI: And again, it</p> <p>24 wasn't -- it wasn't about her. It was about the</p>	<p style="text-align: right;">Page 47</p> <p>1 there just to convey; we need to get this work</p> <p>2 done.</p> <p>3 SYBIL BAILEY: Um-hum, um-hum, um-hum.</p> <p>4 STEVEN MURRAY: I didn't go up there to</p> <p>5 pick a fight with anybody, but I mean, I would</p> <p>6 not --</p> <p>7 SYBIL BAILEY: But then it was brought</p> <p>8 to your attention --</p> <p>9 STEVEN MURRAY: What is that?</p> <p>10 SYBIL BAILEY: When it was brought to</p> <p>11 your attention the way she interpreted that or</p> <p>12 took it.</p> <p>13 STEVEN MURRAY: Do you know how it was</p> <p>14 brought to my attention?</p> <p>15 SYBIL BAILEY: Yes -- no, I am asking.</p> <p>16 MICHAEL DA CRUZ: Can I ask a quick</p> <p>17 clarifying question before we go on with this?</p> <p>18 When you were saying, so many people. Are we</p> <p>19 talking about anything besides the three</p> <p>20 complainants in this matter? I am just trying to</p> <p>21 be clear about what we're all discussing here,</p> <p>22 because we are kind of -- it's gone far afield, I</p> <p>23 think.</p> <p>24 SYBIL BAILEY: All right.</p>
<p style="text-align: right;">Page 46</p> <p>1 situation he was in with the interpretation of</p> <p>2 the contract, and how they had to calculate</p> <p>3 budgets and whatnot.</p> <p>4 SYBIL BAILEY: Whatever, yes, yes.</p> <p>5 RICHARD SINAPI: Yes, all that stuff.</p> <p>6 You know what I mean?</p> <p>7 STEVEN MURRAY: It was the work day</p> <p>8 before the beginning of the semester, the Friday,</p> <p>9 where payroll is due; the schedules were due. We</p> <p>10 hadn't even finalized which courses were running,</p> <p>11 let alone who was assigned to it. All I did was</p> <p>12 go up to see my dean. He wasn't there. I had</p> <p>13 gone to Liz and (Inaudible) office a million</p> <p>14 times. When they say I went unannounced, I never</p> <p>15 made an appointment. They were in there. I</p> <p>16 heard them talking. I stood in the door.</p> <p>17 SYBIL BAILEY: Um-hum.</p> <p>18 STEVEN MURRAY: Hey, you know,</p> <p>19 ladies -- whatever I said, and then I just said</p> <p>20 to Liz, basically, you know, it's causing chaos.</p> <p>21 I had other chairs coming to me. This is chaos.</p> <p>22 We can't get payroll in. We can't get the</p> <p>23 schedules done. Liz just kind of stared at me,</p> <p>24 right. I was not there to offend her. I was</p>	<p style="text-align: right;">Page 48</p> <p>1 MICHAEL DA CRUZ: Which is fine, but</p> <p>2 no, I am just curious. I just want to know; are</p> <p>3 we talking about just Ms. Abbascia and Ms.</p> <p>4 (Inaudible) and Ms. Del Sesto?</p> <p>5 MICHELLE DARGON: Let me clarify,</p> <p>6 because I think we've gone way off topic.</p> <p>7 SYBIL BAILEY: I did, and it's only</p> <p>8 because I was trying to -- I apologize.</p> <p>9 (Inaudible).</p> <p>10 MICHELLE DARGON: So I'm working under</p> <p>11 the policy in conducting the investigation, so</p> <p>12 let me just lay it flat out. Brand new to the</p> <p>13 college. I don't know any of the players.</p> <p>14 Attempting to do as much as a neutral</p> <p>15 investigation as I can, and so this is a fact</p> <p>16 finding mission. I am sticking within the</p> <p>17 confines of the three complainants.</p> <p>18 MICHAEL DA CRUZ: Okay.</p> <p>19 SYBIL BAILEY: Yes.</p> <p>20 MICHELLE DARGON: There are witnesses</p> <p>21 to that, which under the policy, I'm allowed to</p> <p>22 interview.</p> <p>23 MICHAEL DA CRUZ: Of course.</p> <p>24 MICHELLE DARGON: And I am going to</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
49-52

Page 49

1 work within the scope of that policy, and so even  
2 with additional information, there is information  
3 that I will obviously exclude, if it's not  
4 relevant, and if matters come forward where there  
5 is additional steps that we need to take, post my  
6 investigation, obviously, that would be shared  
7 with you and in accordance with policy and then  
8 of course, the advice of our general counsel at  
9 CCRI, but I think we need to get back on task.  
10 SYBIL BAILEY: Sorry.  
11 STEVEN MURRAY: Can I just, though,  
12 Mickey --  
13 MICHELLE DARGON: Sure.  
14 STEVEN MURRAY: -- with Mike's question  
15 again --  
16 MICHELLE DARGON: Yup.  
17 STEVEN MURRAY: -- when you say, have I  
18 ever been inappropriate; again, I thought we were  
19 here to focus on these three complainants, not  
20 going back 10 years, 20 years, 30 years. When  
21 you ask these open-ended questions, have you  
22 ever --  
23 MICHELLE DARGON: Sure.  
24 STEVEN MURRAY: -- I'm happy to address

Page 50

1 the three complainants, but I think it's unfair  
2 to me to go back to things that I don't even know  
3 what you're talking about in the last 30 years.  
4 MICHELLE DARGON: So that is a fair  
5 argument, and I will note that. I didn't put a  
6 time frame on anything. And clearly, I was not  
7 clear on that. I am looking -- the allegations  
8 are stemming from '21 -- the end of '21, but  
9 predominantly '22, and early '23.  
10 STEVEN MURRAY: These complaints are  
11 all in 2023.  
12 MICHELLE DARGON: Well, yes, January  
13 and February.  
14 STEVEN MURRAY: They don't go back  
15 to --  
16 MICHELLE DARGON: There is -- the fact  
17 finding mission is how are you perceiving --  
18 because they are perceiving their working  
19 relationship with you in a particular manner --  
20 SPEAKER: Who's they?  
21 RICHARD SINAPI: Who is they?  
22 MICHELLE DARGON: -- in accordance with  
23 this policy. The three complainants.  
24 RICHARD SINAPI: Who is they?

Page 51

1 MICHELLE DARGON: The three  
2 complainants, Del Sesto, (inaudible).  
3 RICHARD SINAPI: Sneesby, who screams  
4 at him, sent e-mails to him that are derogatory,  
5 personally, about his character. That person  
6 has -- is concerned about his discourse?  
7 MICHELLE DARGON: And again, I'm not  
8 hear to make arguments over that either. I am  
9 here really just to kind of focus and see how,  
10 Steven, you've perceived your working  
11 relationships. I think the information you've  
12 provided has been really helpful in determining,  
13 you know, what they're perceiving your mannerism  
14 to be one way; what you're perceiving your  
15 mannerism to be another way. That is part of the  
16 fact finding mission. Additionally, I'm looking  
17 to look at that workplace conflict language that  
18 is in the policy, and fine, you know, you've  
19 expressed, as has the notes, that, you know, you  
20 got a little bit loud. I'm a Bostonian by  
21 nature. I am always loud. And so people might  
22 perceive that as screaming and yelling, when I  
23 just really can't tone my volume down. So I  
24 think a lot of that is explanations, and if

Page 52

1 somebody has stopped Steve and said, hey, you  
2 know, you are being very rude and then Steve  
3 says, oh, I'm so sorry. Let me, you know, lower  
4 my voice or things like that. That's something I  
5 think is really important to note. Do people  
6 have to express and say, hey, you know, I don't  
7 like how you're acting? Unnecessarily, but it is  
8 a lot more helpful to understand the context of  
9 the situation from Steve's perspective, I feel.  
10 And so yes, the questions are very objective  
11 (sic), but again, I am looking to see how Steve  
12 has felt his working relationships with these  
13 individuals are.  
14 STEVEN MURRAY: You mean they're  
15 subjective, not objective.  
16 MICHELLE DARGON: Correct, sorry, yes.  
17 STEVEN MURRAY: Yup.  
18 RICHARD SINAPI: If I just may  
19 interject real briefly.  
20 MICHELLE DARGON: Sure.  
21 RICHARD SINAPI: And I'll let you  
22 continue. I apologize, but --  
23 MICHELLE DARGON: I only have one more  
24 question.

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
53-56

<p style="text-align: right;">Page 53</p> <p>1 RICHARD SINAPI: But Ms. Del Sesto 2 never indicated that she was concerned about 3 Steve's passionate, you know, expression of 4 concern about what was going on, and -- number 5 one, and number two, both the Sneesby complaints, 6 which are all e-mails and the Abbascia 7 complaints, which are all e-mails are about union 8 business. That is not a subject you can 9 regulate. That is off the table. You can do 10 what you want, because we may disagree, okay, 11 about these things, and I may be passionate about 12 it, okay. We may disagree. I am just telling 13 you, okay, and I think Ms. -- should I call you 14 Sybil? 15 SYBIL BAILEY: Sybil, yeah. 16 RICHARD SINAPI: You can call me 17 Dick -- 18 SYBIL BAILEY: Yes, yes. 19 RICHARD SINAPI: -- if you don't mind. 20 It's fine. Richard, Dick that's fine, but has 21 admitted that when it comes to union business, 22 when it comes to whether you are a lame duck 23 president, and it's not good for the union, 24 whether you are talking about, you know, the</p>	<p style="text-align: right;">Page 55</p> <p>1 SYBIL BAILEY: I was just making sure I 2 wasn't -- 3 RICHARD SINAPI: But that is a good 4 point, but just because you're passionate, okay, 5 and you are persistent, vigorous, and a good 6 advocate, okay, one thing that bothers people 7 subjectively and unconsciously is if you are a 8 good advocate and you start picking apart and 9 citing facts about what happened, okay, and you 10 get upset. You get -- you feel personally 11 attacked, because you don't have the better of 12 the argument. Your world view is being attacked 13 and I'll use Ms. Sneesby as an example. He said 14 that the fact that the setup was being 15 manipulated, was his opinion. He explained why. 16 She said, oh, that is not the case. He went and 17 spoke to the actual people involved, and he 18 presented to her that, yes, in fact, this was an 19 administration proposal, not a faculty proposal. 20 She got all upset about it. Why? Because he 21 brought the facts out that attacked her world 22 belief and her position, and it made it seem like 23 she was not doing her job, and she felt like she 24 was being personally attacked. It wasn't. It</p>
<p style="text-align: right;">Page 54</p> <p>1 faculty doesn't have appropriate governance 2 power, and it's being manipulated, that is wide 3 open and robust. You can't regulate that, okay, 4 unless vulgarity, okay, physical threat, okay, 5 actions like that. 6 SYBIL BAILEY: Well, what about the 7 (inaudible) that is not physical? I'm just 8 curious. Please know I mean this with sincerity. 9 I'm really trying to -- 10 STEVEN MURRAY: I never made a threat. 11 RICHARD SINAPI: Sybil, let me answer 12 your question, because it's -- we're talking in 13 the abstract, but it's a good discussion. 14 SYBIL BAILEY: Um-hum. 15 RICHARD SINAPI: Okay. I am telling 16 you, in that context, the union, wide open debate 17 under the First Amendment and under the 18 Liberations Act, I'm telling you, okay, short of 19 physical violence, okay, or threat of physical 20 violence, you can't police that, and if you try, 21 it's a big mistake. You're getting into an area 22 you shouldn't be in, and you have got the wrong 23 person. This person may be passionate, as I was, 24 and I got a little excited, and you told me.</p>	<p style="text-align: right;">Page 56</p> <p>1 was an attack about the process, and that is what 2 I'm getting at, and that is what you can't 3 police, and I'll shut up. 4 MICHELLE DARGON: Okay. 5 SYBIL BAILEY: Me, too. 6 MICHELLE DARGON: I just have one final 7 question. Have you ever participated in 8 counseling or training relevant to professional 9 conduct? 10 STEVEN MURRAY: Say that again, please. 11 MICHELLE DARGON: Have you ever 12 participated in counseling or training relevant 13 to professional conduct? 14 STEVEN MURRAY: As a lawyer, I have 15 taken continuing legal education seminars. 16 MICHELLE DARGON: So I think pertaining 17 to CCRI. 18 STEVEN MURRAY: I have taken all kinds 19 of -- we have professional development day, all 20 kinds of programs. I can't cite them all to you, 21 but I mean, we've had -- again, I have been 22 there -- maybe during COVID, we met for 23 professional development day, but I think every 24 other year, we've had it, and there was always a</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
57-60

<p style="text-align: right;">Page 57</p> <p>1 nice sequence of events you could go to on, you</p> <p>2 know, a plethora of issues, so I mean, I attended</p> <p>3 those.</p> <p>4 MICHELLE DARGON: Anything specific,</p> <p>5 though, to professionalism or working --</p> <p>6 sometimes there's trainings on -- again, from</p> <p>7 another job I had, multi generational workplace</p> <p>8 or handling conflict or customer service,</p> <p>9 anything alike to that?</p> <p>10 STEVEN MURRAY: I am not sure.</p> <p>11 MICHELLE DARGON: Okay.</p> <p>12 STEVEN MURRAY: We had one on sexual</p> <p>13 harassment I remember, when President (Inaudible)</p> <p>14 was president. The college brought someone in, a</p> <p>15 professional with that; everybody had to go to.</p> <p>16 We've got policies that we sometimes have to do</p> <p>17 on-line things for, but I don't have an</p> <p>18 exhaustive list of 30 years worth of seminars</p> <p>19 that I have attended.</p> <p>20 MICHELLE DARGON: And then how about</p> <p>21 any kind of counseling on mannerisms or conduct</p> <p>22 or the way we work with people?</p> <p>23 STEVEN MURRAY: I am not sure what you</p> <p>24 are asking. I know the college, for other</p>	<p style="text-align: right;">Page 59</p> <p>1 this time. I am working with a sense of urgency.</p> <p>2 I do know that we're sensitive to Professor</p> <p>3 Murray being out on administrative paid leave.</p> <p>4 That is a cost to the college -- excuse me, and</p> <p>5 so I am working quicker on this matter, but</p> <p>6 again, I just wanted to put it out there that I</p> <p>7 do not have a time line to provide you. With</p> <p>8 that being said, that is all of my questions. If</p> <p>9 I do come within the scope of looking for</p> <p>10 clarification information, I will reach out to</p> <p>11 you to maybe schedule another time just to</p> <p>12 clarify that, but much like the doctor's office,</p> <p>13 not hearing from me is kind of good news.</p> <p>14 RICHARD SINAPI: Yes, I understand,</p> <p>15 and Violence In The Workplace Policy does not</p> <p>16 apply in this context. There's nothing here that</p> <p>17 applies. It has to be a threat of violence or</p> <p>18 would lead to violence. That is the law. I can</p> <p>19 give you interpretations of it. You go down that</p> <p>20 road, there's nothing there. There's nothing</p> <p>21 there, and that is just the law. It's not what I</p> <p>22 say. It's the way it's interpreted and the way</p> <p>23 it was intended. There was nothing that was</p> <p>24 going to lead that violence or threat of</p>
<p style="text-align: right;">Page 58</p> <p>1 people, which will go unnamed, have gone to</p> <p>2 things like anger management counseling. I have</p> <p>3 never done that. I mean, I have never been</p> <p>4 requested to do that, nor have I done it, if that</p> <p>5 is the road you are going down. I know other</p> <p>6 people have at the college. I know -- I'll stop</p> <p>7 there.</p> <p>8 MICHELLE DARGON: Okay, so that really</p> <p>9 is all of my questions. Like I said, again, I am</p> <p>10 kind of on that fact finding mission. People</p> <p>11 have relayed their opinions and some with</p> <p>12 witnesses and others without, on how they feel</p> <p>13 and how they've perceived Professor Murray's</p> <p>14 conduct. In turn, what I'm looking for today is</p> <p>15 how Professor Murray is perceiving his overall</p> <p>16 interactions and relationships with everybody. I</p> <p>17 am working within the scope of the Violence In</p> <p>18 The Workplace Prevention Policy. In particular,</p> <p>19 the workplace conflict language there, and the</p> <p>20 standards of conduct, which apply in any</p> <p>21 investigation as well, and how we uphold</p> <p>22 ourselves. I do have several other witnesses to</p> <p>23 still meet with and then I have to put my report</p> <p>24 together. I don't have a time frame for you at</p>	<p style="text-align: right;">Page 60</p> <p>1 violence, certainly, not by Steve, and I don't</p> <p>2 think Ms. Sneesby was going to turn around and</p> <p>3 punch him in the nose, okay, so I don't think</p> <p>4 there is any threat of violence there. Being a</p> <p>5 little facetious, but you get my point.</p> <p>6 STEVEN MURRAY: And Liz says the same</p> <p>7 thing. There was never any threat to Liz.</p> <p>8 RICHARD SINAPI: And this thing -- this</p> <p>9 vague thing about, you know, (inaudible) or</p> <p>10 herself, "inside or outside the workplace, worthy</p> <p>11 of (inaudible) public employee must enjoy by</p> <p>12 acting in such a manner as not to bring discredit</p> <p>13 upon his or her employer." Steve is a</p> <p>14 passionate, persistent, intelligent advocate for</p> <p>15 many causes, for the faculty, for the school, for</p> <p>16 students and he does it with facts. He doesn't</p> <p>17 engage in ad hominem attacks. He attacks the</p> <p>18 facts. He attacks the issue. And you know what,</p> <p>19 as long as you do that, this world is a better</p> <p>20 place. I wish our politics could be like that.</p> <p>21 STEVEN MURRAY: Yes, I think, to be</p> <p>22 fair to me, you know, again, please just stay</p> <p>23 focused on the three complainants. I mean, you</p> <p>24 can dig up -- anybody in this room, we could dig</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
61-64

<p style="text-align: right;">Page 61</p> <p>1 up people who don't like us. I mean, who cares.</p> <p>2 SYBIL BAILEY: Absolutely, yeah.</p> <p>3 STEVEN MURRAY: Who cares. I mean, you</p> <p>4 know.</p> <p>5 MICHELLE DARGON: We work in HR. We</p> <p>6 understand.</p> <p>7 STEVEN MURRAY: Sybil was</p> <p>8 unprofessional to (inaudible) that day.</p> <p>9 SYBIL BAILEY: I know.</p> <p>10 STEVEN MURRAY: (Inaudible) didn't like</p> <p>11 me at that meeting. Who cares. That is just</p> <p>12 irrelevant.</p> <p>13 SYBIL BAILEY: And please, when I was</p> <p>14 going off tangent, if you will, I believe in,</p> <p>15 like, putting it all out there.</p> <p>16 STEVEN MURRAY: Yes.</p> <p>17 SYBIL BAILEY: This is what we are up</p> <p>18 against. You are up against. I know you have</p> <p>19 specific concerns with this piece, but in terms</p> <p>20 of moving forward, the goal is to correct this</p> <p>21 and make it amicable for both, so that is why,</p> <p>22 please, don't think I'm trying to dig up other</p> <p>23 people. I was really trying to get you to a</p> <p>24 place to know what we are up against.</p>	<p style="text-align: right;">Page 63</p> <p>1 table who have a different interest or at least</p> <p>2 not showing the same.</p> <p>3 SYBIL BAILEY: Or different styles.</p> <p>4 STEVEN MURRAY: Yes, just not showing</p> <p>5 the same --</p> <p>6 SYBIL BAILEY: Yes --</p> <p>7 STEVEN MURRAY: And so to demonize me</p> <p>8 all the time is just unfair to me. It really is.</p> <p>9 RICHARD SINAPI: I have just got to</p> <p>10 follow up on it. I think all your comments were</p> <p>11 great. I think our back and forth was helpful.</p> <p>12 I think I understand what you are struggling</p> <p>13 with, and I hope you know what my answer is, and</p> <p>14 it's pretty clear. I've got to tell you</p> <p>15 something. When you are debating an idea, not a</p> <p>16 personal attack, but when you're debating an</p> <p>17 idea, okay, back and forth, and somebody</p> <p>18 factually, logically is undermining that, okay,</p> <p>19 you are not in a safe place. You leave your safe</p> <p>20 place. You don't -- you know, you feel -- you</p> <p>21 feel threatened, okay, that my belief structure</p> <p>22 is being attacked by a very passionate, logical,</p> <p>23 you know, argument. That happens. People are</p> <p>24 going to be taken out of their safe place, when</p>
<p style="text-align: right;">Page 62</p> <p>1 STEVEN MURRAY: Sybil, I want the same.</p> <p>2 We met. The union met on Monday or Tuesday of</p> <p>3 this week --</p> <p>4 SYBIL BAILEY: Right.</p> <p>5 STEVEN MURRAY: -- for the (inaudible)</p> <p>6 and Rebecca (Inaudible) and Allison, all right,</p> <p>7 and when you and I met on that -- and I think</p> <p>8 Mickey was there, on the grievance involving the,</p> <p>9 you know, the Beth Anders thing, right, we had a</p> <p>10 great discussion --</p> <p>11 SYBIL BAILEY: Right.</p> <p>12 STEVEN MURRAY: -- without a doubt and</p> <p>13 then we get to this meeting on Monday or Tuesday</p> <p>14 with (Inaudible) and she is, like, we are not</p> <p>15 here to discuss any of that. And then she brings</p> <p>16 up that Allison has a vice-president -- a dean's</p> <p>17 job coming up or assistant dean, and she is,</p> <p>18 like, we are going to get the faculty involved,</p> <p>19 so I said, well, that is great. Now, we can</p> <p>20 build a bridge here and whatnot. I said, why</p> <p>21 don't we just do an MOA and (inaudible) shut it</p> <p>22 down instantly. I was, like, I'm trying to work</p> <p>23 things in a better way here, so again, you've got</p> <p>24 to realize there are people on your side of the</p>	<p style="text-align: right;">Page 64</p> <p>1 there is argumentation and undermining factually</p> <p>2 and logically their position.</p> <p>3 SYBIL BAILEY: Don't you think that</p> <p>4 sometimes it does get personal, though, the more</p> <p>5 passionate we are, whatever it maybe? I might</p> <p>6 not agree with you. I mean, I have been there.</p> <p>7 If you have got -- off record now, this -- my</p> <p>8 previous life in the city -- I don't know if you</p> <p>9 know Donald Iannazzi. He worked for 1033 as a</p> <p>10 business agent for years, and he was a big</p> <p>11 proponent of that. He beat the pulp out of me,</p> <p>12 seriously, and -- 20 years ago (inaudible) and</p> <p>13 went there and we argued. I learned a ton from</p> <p>14 him.</p> <p>15 STEVEN MURRAY: Right.</p> <p>16 SYBIL BAILEY: And some of it was,</p> <p>17 like, you know, don't take it personally and all</p> <p>18 that good stuff.</p> <p>19 STEVEN MURRAY: Right, relevant.</p> <p>20 SYBIL BAILEY: But more importantly,</p> <p>21 there were times -- and I remember him saying to</p> <p>22 me, Sybil, I get to be more -- I don't have to</p> <p>23 follow the same rules as you. I go, in order for</p> <p>24 us to work together, though, there has got to be</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
65-68

<p style="text-align: right;">Page 65</p> <p>1 a level -- there's got to be some boundaries. I</p> <p>2 am not going to let you attack me over and over.</p> <p>3 I am going to walk out, and we got there. Trust</p> <p>4 me, good friends right now, but I was young. I</p> <p>5 was right -- coming right to the city, and he</p> <p>6 knew every move (inaudible). He knew the</p> <p>7 contract upside down, I mean, so --</p> <p>8 STEVEN MURRAY: Yes.</p> <p>9 RICHARD SINAPI: But I am sure --</p> <p>10 SYBIL BAILEY: And it's a different</p> <p>11 relationship, because he is -- I don't report to</p> <p>12 him. I had to remind him of that, so -- and that</p> <p>13 was the difference, but when he was working with</p> <p>14 department directors and that kind of a thing,</p> <p>15 it's, like, in order to -- help me, to help you,</p> <p>16 so we can get this done. Just -- and that is</p> <p>17 what I struggled with. I'm trying. I swear to</p> <p>18 you.</p> <p>19 RICHARD SINAPI: But Sybil, he -- I'm</p> <p>20 sure that Mr. Iannazzi didn't attack you</p> <p>21 personally. He attacked your ideas. He attacked</p> <p>22 your position, and you felt unsafe. Ms. Sneesby</p> <p>23 and Ms. Abbascia felt unsafe, because he was</p> <p>24 undermining their belief structures, and he was</p>	<p style="text-align: right;">Page 67</p> <p>1 personally, if they threaten you in some way, and</p> <p>2 they are making an ad hominem attack, and you</p> <p>3 know what ad hominem is, right? It's Latin.</p> <p>4 That is a different situation. That may be a</p> <p>5 different context, maybe, okay. That is not what</p> <p>6 we're dealing with here, okay. That's not what</p> <p>7 we're dealing with here.</p> <p>8 MICHAEL DA CRUZ: I think the key</p> <p>9 thing, right, is like, at some point if -- the</p> <p>10 way it's going to get framed is you can't be</p> <p>11 critical of the positions of a union president</p> <p>12 and a faculty senate leader as a member of the</p> <p>13 faculty union and the faculty. Like, how --</p> <p>14 you're just not allowed to be critical of people</p> <p>15 in leadership.</p> <p>16 SYBIL BAILEY: What about what</p> <p>17 (inaudible), because Stargard is not in the</p> <p>18 union?</p> <p>19 MICHAEL DA CRUZ: Well, but he is</p> <p>20 not -- but he is not complaining, though. First</p> <p>21 of all, he is not -- he is not a complainant,</p> <p>22 right, as far as I know.</p> <p>23 SYBIL BAILEY: No, I am talking about</p> <p>24 that -- I'm just saying, generally speaking in</p>
<p style="text-align: right;">Page 66</p> <p>1 making logical arguments in the public debate to</p> <p>2 faculty, okay, about their positions. They felt</p> <p>3 out of their safe place. They said, oh, oh, he</p> <p>4 is attacking me. He wasn't and you know it.</p> <p>5 SYBIL BAILEY: It was the union.</p> <p>6 RICHARD SINAPI: You have got the</p> <p>7 e-mails.</p> <p>8 MICHAEL DA CRUZ: And that is -- it's a</p> <p>9 fight on the Listserv about --</p> <p>10 RICHARD SINAPI: They were attacking</p> <p>11 (inaudible). There is a big different. This</p> <p>12 isn't Donald Trump, okay, this is not the current</p> <p>13 political rhetoric, where people attack each</p> <p>14 other. He was attacking ideas, and that is a</p> <p>15 good thing, okay, and you know what the policy</p> <p>16 should be, you tell Sneesby and Abbascia, he is</p> <p>17 arguing ideas. You are in the public sphere.</p> <p>18 You accepted the position, when you took a senate</p> <p>19 president and leadership position, and when you</p> <p>20 took the position, and he will -- anybody can</p> <p>21 attack ideas and attack your positions. If you</p> <p>22 don't feel comfortable, resign.</p> <p>23 MICHAEL DA CRUZ: Yes, I think, I --</p> <p>24 RICHARD SINAPI: If they attack you</p>	<p style="text-align: right;">Page 68</p> <p>1 terms of --</p> <p>2 MICHAEL DA CRUZ: Sure.</p> <p>3 SYBIL BAILEY: (Inaudible)</p> <p>4 MICHAEL DA CRUZ: Sure.</p> <p>5 SYBIL BAILEY: Like, he is your boss.</p> <p>6 Yeah, he is your boss and he is bringing to you</p> <p>7 some attention of it and the dialog that went</p> <p>8 back and forth, sometimes that does feel</p> <p>9 personal. I mean, at the end of the day --</p> <p>10 STEVEN MURRAY: It never was.</p> <p>11 SYBIL BAILEY: Okay.</p> <p>12 STEVEN MURRAY: I don't know him,</p> <p>13 personally, in the sense of just, like, I don't</p> <p>14 know --</p> <p>15 SYBIL BAILEY: Us.</p> <p>16 STEVEN MURRAY: I don't know any of</p> <p>17 you. I mean, I've gotten to know these guys</p> <p>18 more, but I don't know you personally.</p> <p>19 SYBIL BAILEY: Right.</p> <p>20 STEVEN MURRAY: It's never personal.</p> <p>21 He has a job to do. I have a job to do. I</p> <p>22 respected him. The fact that he thought my</p> <p>23 e-mails were too long or the tone --</p> <p>24 SYBIL BAILEY: H'm.</p>



STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
69-72

<p style="text-align: right;">Page 69</p> <p>1 STEVEN MURRAY: -- the tone, again, was</p> <p>2 agreement with his position; I am pointing out,</p> <p>3 with overload, Bill, it's clear in the contract,</p> <p>4 and he's coming back at me with something that</p> <p>5 was illogical. Oh, no, we decided that the other</p> <p>6 deans, that we were going to go with this policy.</p> <p>7 I said, you cannot do that. That is not</p> <p>8 personal. That is just --</p> <p>9 SYBIL BAILEY: You don't know your job,</p> <p>10 either.</p> <p>11 STEVEN MURRAY: I didn't say --</p> <p>12 SYBIL BAILEY: I'm playing you.</p> <p>13 STEVEN MURRAY: Yes, but no, I didn't</p> <p>14 say that. I kept saying politely; let's read the</p> <p>15 contract. Let's go through it, and that's where,</p> <p>16 again, he was out of his safe place. He was</p> <p>17 making it up as he was going along and nobody</p> <p>18 should just go along with that.</p> <p>19 MICHAEL DA CRUZ: Yes, I mean, also, it</p> <p>20 has to be --</p> <p>21 SYBIL BAILEY: Okay.</p> <p>22 MICHAEL DA CRUZ: It has to be</p> <p>23 reasonable to, like -- like, for example, if --</p> <p>24 Dick is my boss, right? If he told me, you know,</p>	<p style="text-align: right;">Page 71</p> <p>1 Blower Act.</p> <p>2 MICHAEL DA CRUZ: Yes.</p> <p>3 RICHARD SINAPI: Not the First</p> <p>4 Amendment. Steve's communications are protected</p> <p>5 under the First Amendment.</p> <p>6 SYBIL BAILEY: I get it. I know. I</p> <p>7 know we could go on. I'm --</p> <p>8 MICHAEL DA CRUZ: Yes, of course.</p> <p>9 RICHARD SINAPI: I hope we have been</p> <p>10 helpful and moved this forward, because Steve</p> <p>11 really wants to get back to teaching and --</p> <p>12 STEVEN MURRAY: I want to get back to</p> <p>13 work. I mean, it's -- I love doing what I am</p> <p>14 doing, and I feel really hurt that they've taken</p> <p>15 that away from me. It's not just the financial</p> <p>16 end. There is a lot of stress.</p> <p>17 SYBIL BAILEY: Um-hum.</p> <p>18 STEVEN MURRAY: It's unfair. I have</p> <p>19 done nothing wrong. I really haven't. I have</p> <p>20 been an advocate for the college, the students,</p> <p>21 the faculty, and in that sense, the</p> <p>22 administration as well, as Dick said.</p> <p>23 SYBIL BAILEY: Is there any piece --</p> <p>24 off record.</p>
<p style="text-align: right;">Page 70</p> <p>1 Mike, you have to work over 40 hours a week and I</p> <p>2 am not going to pay you overtime and I'm telling</p> <p>3 you that's what we, the leadership, decided we</p> <p>4 are going to do. I would be, like, Dick, that's</p> <p>5 illegal, and if you do that, you are breaking the</p> <p>6 law, and you are bad at your job, which is true,</p> <p>7 and of course, I can say that, right, because you</p> <p>8 can't say, well, I'm your boss -- you can't say</p> <p>9 that to me. Like, of course, I can say that. In</p> <p>10 fact, I am probably really obligated to say it.</p> <p>11 I mean, I was a whistle blower, I think, at that</p> <p>12 point, right? You can't tell someone I am going</p> <p>13 to do --</p> <p>14 SYBIL BAILEY: What they can't say.</p> <p>15 MICHAEL DA CRUZ: And also, I am going</p> <p>16 to do something that I'm not allowed to do, but I</p> <p>17 am your boss, so you just have to do it. It's,</p> <p>18 like, ut-oh.</p> <p>19 SYBIL BAILEY: I wish we could video</p> <p>20 it.</p> <p>21 RICHARD SINAPI: His example would be</p> <p>22 protective speech.</p> <p>23 SYBIL BAILEY: Of course.</p> <p>24 RICHARD SINAPI: Other than the Whistle</p>	<p style="text-align: right;">Page 72</p> <p>1 STEVEN MURRAY: Sure.</p> <p>2 SYBIL BAILEY: Any piece of you that,</p> <p>3 you know, when you go home -- I do -- (inaudible)</p> <p>4 could I have done differently on that piece of</p> <p>5 it? You don't have to admit it to me. I am just</p> <p>6 wondering --</p> <p>7 STEVEN MURRAY: Yes, we all look back,</p> <p>8 could have, would have, should have.</p> <p>9 SYBIL BAILEY: Right, right, that is</p> <p>10 what I'm saying, yes.</p> <p>11 STEVEN MURRAY: In all honesty, Sybil,</p> <p>12 I mean, I'm proud of what I've done. When</p> <p>13 Rosemary came to my house, I thought it was a</p> <p>14 little strange with the card, but I said, wow,</p> <p>15 here's someone who is a forceful advocate as</p> <p>16 well. She has a very different style than I do,</p> <p>17 very different, but I said, you know, I respect</p> <p>18 her vigor, let's say, and again, I have the same.</p> <p>19 I wish more people at CCRI had this. Again, one</p> <p>20 last quick -- you know, my first week at CCRI --</p> <p>21 I'm embarrassed to say this story. I am in the</p> <p>22 cafeteria with the chair of the then Psychology</p> <p>23 Department, and a student comes over while we're</p> <p>24 eating, and he brushes the student off. He is</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
73-76

<p style="text-align: right;">Page 73</p> <p>1 really rude to the guy and then this chair of the</p> <p>2 department says to me, you know, you have your</p> <p>3 time here. Don't let them interrupt it. I said,</p> <p>4 I would do anything for a student. I don't care</p> <p>5 if I've got a sandwich in my mouth, and then the</p> <p>6 guy goes to me, you know where you work, right?</p> <p>7 And I go, yes, CCRI and he goes, yes, you know</p> <p>8 what it means. I said, yes, community college --</p> <p>9 he goes, no, cash check, remain invisible, and we</p> <p>10 have a lot of people at the college who just cash</p> <p>11 their check and remain invisible, and I am</p> <p>12 ashamed of those people, and I would never be one</p> <p>13 of them, so to be faulted for just the opposite,</p> <p>14 no, we need more people like me. We need more</p> <p>15 people in the union like me. We need more</p> <p>16 faculty. We need more administrators. We need</p> <p>17 fewer people running out the door at 4:00, right,</p> <p>18 and the passionate people should get that.</p> <p>19 Rosemary should get that. I would expect you to</p> <p>20 both get that, and not to say, oh, he's a bad</p> <p>21 guy -- just the opposite. While maybe his style</p> <p>22 isn't what we like, the substance we do like. We</p> <p>23 wish every faculty member would participate in as</p> <p>24 many committees, the unions stuff. Again, I get</p>	<p style="text-align: right;">Page 75</p> <p>1 SYBIL BAILEY: Touche.</p> <p>2 STEVEN MURRAY: You know.</p> <p>3 SYBIL BAILEY: They shouldn't. I get</p> <p>4 it.</p> <p>5 STEVEN MURRAY: I wish more people</p> <p>6 would get it. If people got it, we won't be at</p> <p>7 this table. I hate to say it.</p> <p>8 RICHARD SINAPI: Under a conflict of</p> <p>9 ideas and positions, we move forward to a better</p> <p>10 idea. Without that debate in the workplace,</p> <p>11 without this give and take, without people being</p> <p>12 taken out of their safe space, because I have</p> <p>13 logically and factually undermined your argument,</p> <p>14 okay, that person may not change their position.</p> <p>15 Now, if the people think about it and say, okay,</p> <p>16 I am going to bring a complaint against him,</p> <p>17 because I'm in an unsafe place, instead of</p> <p>18 thinking about and reflecting, gee, maybe my</p> <p>19 position has some weaknesses, maybe there's</p> <p>20 something I should self reflect on, instead of</p> <p>21 saying, oh, I am out of my safe place. He is</p> <p>22 attacking my ideas. I mean --</p> <p>23 SYBIL BAILEY: And I have had that</p> <p>24 conversation, trust and belief, because I would</p>
<p style="text-align: right;">Page 74</p> <p>1 a 175 dollars a month to be a union</p> <p>2 vice-president. It's a joke.</p> <p>3 SYBIL BAILEY: That is it?</p> <p>4 STEVEN MURRAY: It's a joke, but I do</p> <p>5 it. I spend tons of time representing faculty</p> <p>6 and doing the best I can, and that is -- I should</p> <p>7 be applauded for that, not, like, oh, he is a bad</p> <p>8 guy.</p> <p>9 SYBIL BAILEY: You catch more bees with</p> <p>10 honey, though, my theory.</p> <p>11 STEVEN MURRAY: Well --</p> <p>12 SYBIL BAILEY: Sorry, Dick.</p> <p>13 STEVEN MURRAY: (Inaudible) Leslie</p> <p>14 Florio. She's successful, but she has got a</p> <p>15 different style.</p> <p>16 SYBIL BAILEY: She does. She does.</p> <p>17 STEVEN MURRAY: She has got a different</p> <p>18 style, but she can be as tough as anybody.</p> <p>19 SYBIL BAILEY: She can.</p> <p>20 STEVEN MURRAY: Yes.</p> <p>21 SYBIL BAILEY: And she got -- I respect</p> <p>22 that.</p> <p>23 STEVEN MURRAY: People should be</p> <p>24 faulted for style?</p>	<p style="text-align: right;">Page 76</p> <p>1 have to go to these meetings knowing I was going</p> <p>2 to -- not yours, in my previous life. People</p> <p>3 wouldn't want to go, and I am, like, we don't</p> <p>4 have a choice.</p> <p>5 STEVEN MURRAY: Yes.</p> <p>6 SYBIL BAILEY: They're not going to</p> <p>7 kill us.</p> <p>8 STEVEN MURRAY: No.</p> <p>9 SYBIL BAILEY: I mean, but it's -- my</p> <p>10 role is different. It's, I mean, I am here to</p> <p>11 try to help us figure this out.</p> <p>12 RICHARD SINAPI: Part of the workplace</p> <p>13 people disagree.</p> <p>14 MICHAEL DA CRUZ: Yeah, I mean, just to</p> <p>15 sum it up, just for, like, (inaudible). It's,</p> <p>16 like, look, it's some frustration and e-mails</p> <p>17 about overload issues and scheduling, when it's,</p> <p>18 like, you have to submit this stuff today, and I</p> <p>19 don't know how to do it, because there are things</p> <p>20 you are telling me to do and the contracts are</p> <p>21 not in alignment, and I actually can't do the</p> <p>22 thing you're asking me to do and I don't really</p> <p>23 know what to do. What should I do, right? That</p> <p>24 is one. The other one is, you're the president</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
77-80

<p style="text-align: right;">Page 77</p> <p>1 of the union and you are leaving the school. I</p> <p>2 think probably you shouldn't negotiate our</p> <p>3 upcoming contract, because you are leaving, and</p> <p>4 the rest of us have to be here with it. That is</p> <p>5 just a union position, right? I think we all</p> <p>6 agree on that.</p> <p>7 SYBIL BAILEY: And I have nothing to</p> <p>8 say on the union --</p> <p>9 MICHAEL DA CRUZ: Right, exactly, and</p> <p>10 then, you know, student faculty -- senate --</p> <p>11 faculty senate, I am concerned about the</p> <p>12 structure of this senate and how much -- like,</p> <p>13 how it distributes power between the faculty and</p> <p>14 the administration, and also the way the</p> <p>15 administration is relating with it. Those are</p> <p>16 the three issues here. That is it. That's what</p> <p>17 we're talking about, like, and this is, like,</p> <p>18 almost a year of investigation about that. That</p> <p>19 is kind of silly. I am just saying. Like, those</p> <p>20 are three very normal things to say and they are</p> <p>21 protected things to say.</p> <p>22 SYBIL BAILEY: I'm sorry you think they</p> <p>23 are silly, but --</p> <p>24 STEVEN MURRAY: But you've got to look</p>	<p style="text-align: right;">Page 79</p> <p>1 STEVEN MURRAY: Oh, yes, parking.</p> <p>2 RICHARD SINAPI: Parking, oh, oh.</p> <p>3 SYBIL BAILEY: Oh.</p> <p>4 MICHELLE DARGON: I don't how to do it,</p> <p>5 so --</p> <p>6 SYBIL BAILEY: Wait. What do I have to</p> <p>7 do. Oh, give them the ticket.</p> <p>8 MICHELLE DARGON: Yes, they asked me to</p> <p>9 take photos of all the tickets (inaudible).</p> <p>10 SYBIL BAILEY: (Inaudible) that's why.</p> <p>11 I carry those receipts around and they get</p> <p>12 crumpled up six months later.</p> <p>13 MICHAEL DA CRUZ: Yes, right.</p> <p>14 SYBIL BAILEY: Steven, it was nice</p> <p>15 meeting you. I mean, Steve -- Dick, sorry.</p> <p>16 RICHARD SINAPI: Sybil, pleasure</p> <p>17 meeting you.</p> <p>18 SYBIL BAILEY: It was.</p> <p>19 RICHARD SINAPI: I may be passionate,</p> <p>20 but we are really on the same side. I just hope</p> <p>21 you know that.</p> <p>22 SPEAKER: That's the reality.</p> <p>23 SYBIL BAILEY: (Inaudible) I get it. I</p> <p>24 mean --</p>
<p style="text-align: right;">Page 78</p> <p>1 at their motivation as well. They wanted to</p> <p>2 silence me. And I'm talking about Tara and</p> <p>3 Sandy. Sandy told me, she wants to run for</p> <p>4 president, you know, in April.</p> <p>5 RICHARD SINAPI: They said it right in</p> <p>6 their complaints.</p> <p>7 STEVEN MURRAY: They said it in</p> <p>8 their --</p> <p>9 RICHARD SINAPI: Oh, yes, he should go</p> <p>10 on administrative leave and not have access to</p> <p>11 Listserv, so he can logically and passionately</p> <p>12 attack our positions, and we will be in our</p> <p>13 unsafe place, because these arguments are very</p> <p>14 persuasive.</p> <p>15 STEVEN MURRAY: That's so unAmerican.</p> <p>16 RICHARD SINAPI: That is exactly what</p> <p>17 happened.</p> <p>18 STEVEN MURRAY: That is so unAmerican</p> <p>19 to silence someone.</p> <p>20 RICHARD SINAPI: (Inaudible) what</p> <p>21 happened.</p> <p>22 MICHELLE DARGON: Parking?</p> <p>23 RICHARD SINAPI: Thank you for your</p> <p>24 time.</p>	<p style="text-align: right;">Page 80</p> <p>1 STEVEN MURRAY: No, you wouldn't be</p> <p>2 doing what you are doing if you didn't believe</p> <p>3 this. I truly believe that.</p> <p>4 SYBIL BAILEY: I get it. I get it.</p> <p>5 I'm just -- I believe in --</p> <p>6 STEVEN MURRAY: Sure, yes, of course.</p> <p>7 RICHARD SINAPI: There is a clash of</p> <p>8 ideas. It's part of the process.</p> <p>9 SYBIL BAILEY: Don't hate the player.</p> <p>10 Hate the game.</p> <p>11 RICHARD SINAPI: That is what the First</p> <p>12 Amendment says. This country was built on the</p> <p>13 clash of ideas. The problem with the current</p> <p>14 political rhetoric, it's an attack on people.</p> <p>15 Let's clash on ideas and beliefs.</p> <p>16 SYBIL BAILEY: I still say, you catch</p> <p>17 more bees with honey.</p> <p>18 STEVEN MURRAY: Sometimes.</p> <p>19 SYBIL BAILEY: I'm sorry. He hates</p> <p>20 that.</p> <p>21 RICHARD SINAPI: No, Sybil, Sybil, I am</p> <p>22 not necessarily disagreeing with you, but in this</p> <p>23 context, I keep coming back to this context; look</p> <p>24 at the e-mails. Look at the discourse. He is</p>

STEVEN MURRAY  
Steven Murray Interview Meeting


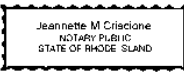
December 07, 2023  
81-84

<p style="text-align: right;">Page 81</p> <p>1 attacking the ideas and he is not using 2 invectives. He is not using vulgarity. He is 3 not -- he is just saying, look at it; it doesn't 4 make sense. You've got no skin in the game. 5 You're a lame duck. You shouldn't be doing this. 6 It's not in the best interest of the faculty. I 7 think you should resign. 8 SYBIL BAILEY: But I think that is 9 still different. That is still you. 10 RICHARD SINAPI: But that is what -- 11 MICHAEL DA CRUZ: But that is what 12 we're here for, though. 13 SYBIL BAILEY: But that is (inaudible), 14 but that was you and Tara. To me, that is your 15 world. 16 RICHARD SINAPI: It's not him and Tara. 17 That is him and the faculty, and what is best for 18 the faculty. It's not personal, okay. The same 19 thing with Professor Sneesby, even more so. He 20 never said anything about -- about her or her 21 role. He said about the way it was functioning 22 and the way it had been established and we need 23 to fix this. I'm sorry you are out of your safe 24 place, but if we don't talk about it and think</p>	<p style="text-align: right;">Page 83</p> <p>1 RICHARD SINAPI: When you are logically 2 arguing a position and you're advocating for it, 3 there is no tapping out. There's no, like, 4 saying, okay, I had enough discourse on this 5 subject about whether or not the faculty senate 6 is being manipulated or there's not shared 7 governance, so I am tapping out. I feel 8 threatened. I feel upset about it. Stop it. 9 MICHAEL DA CRUZ: Right, you don't have 10 to keep arguing. 11 RICHARD SINAPI: It doesn't work that 12 way. 13 MICHAEL DA CRUZ: But you can't tell 14 someone else they have to shut up. 15 RICHARD SINAPI: It doesn't work that 16 way. 17 SYBIL BAILEY: (Inaudible), but we 18 don't have to keep arguing. We'll come back. 19 MICHAEL DA CRUZ: Right, I mean, you 20 don't -- yeah, you don't have to keep talking 21 about it, but that is the issue, is it's not that 22 they had to keep talking about it. It's that 23 they told Steve he couldn't keep talking about 24 it. It was the issue, right?</p>
<p style="text-align: right;">Page 82</p> <p>1 about it and logically process it, we can't make 2 it better. 3 SYBIL BAILEY: Right, and both sides -- 4 RICHARD SINAPI: And the fact that 5 you -- 6 SYBIL BAILEY: -- in my opinion, have 7 to -- all right, I need to put thicker skin on, 8 let's just say, me and you need to be mindful 9 that when you do get in my face with your -- 10 listen, I'm not cool with that, and that is my 11 general -- general observation. I am not 12 speaking on this piece. I am just saying to you, 13 all right, both sides, come on. It's not going 14 to be productive. We're going to argue over the 15 fact that I think that you are coming for me, and 16 whether or not -- your point, there's a process 17 for it. 18 RICHARD SINAPI: Right, but there's no 19 tapping out in the First Amendment. There is no 20 tapping out on the fact of the Listserv, when you 21 are logically arguing a position. 22 MICHELLE DARGON: All set. That is it, 23 so good luck. May the odds be ever in your 24 favor.</p>	<p style="text-align: right;">Page 84</p> <p>1 SYBIL BAILEY: (Inaudible) 2 MICHAEL DA CRUZ: Yes. 3 RICHARD SINAPI: In what manner, Sybil? 4 In what manner? Look at the e-mails. In what 5 manner? 6 SYBIL BAILEY: And I have to be honest, 7 I mean, it's not -- that is your perception and 8 they have theirs. Now, whether or not -- and 9 that is what this will get to. 10 RICHARD SINAPI: Vulgarity, okay, 11 vulgarity. No vulgarity. Threats of violence or 12 threats that would lead to violence, none. This 13 is the law. That is the objective test. It's 14 not somebody's, oh, I am out of my safe place, 15 and he is very persistent and logical and 16 persuasive and (inaudible) his argument. I want 17 him -- I want him sanctioned and off the 18 Listserv. It doesn't work that way. 19 STEVEN MURRAY: Thank you, guys. 20 SYBIL BAILEY: Thank you. 21 MICHELLE DARGON: Thank you. 22 SYBIL BAILEY: All right. Take care. 23 All right, talk soon. 24</p>

STEVEN MURRAY  
Steven Murray Interview Meeting

December 07, 2023  
85

Page 85

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4 C E R T I F I C A T E  
5  
6 I, Jeannette M. Criscione, hereby  
7 certify that the foregoing is a true, accurate  
8 and complete transcript to the best of my ability  
9 taken from the tape recordings supplied to the  
10 offices of Esquire Deposition Solutions.  
11  
12  
13 IN WITNESS WHEREOF, I have hereunto set my hand  
14 this 18th day of December, 2023.  
15  
16  
17  
18    
19  
20 JEANNETTE M. CRISCIONE  
21  
22 CERTIFIED COURT REPORTER  
23 NOTARY PUBLIC/COMMISSION  
24 EXPIRES 12-17-24